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CABINET AFFAIRS STAFFING MEMORANDUM

Date: 5/14/84 Number: 168987CA Due By: _____

Subject: Cabinet Council on Human Resources with the President -

Time: Tuesday, May 15, 1984 - 2:00 P.M. - Cabinet Room

ALL CABINET MEMBERS	Action	FYI	Action	FYI
Vice President	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
State	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treasury	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Defense	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attorney General	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agriculture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commerce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HHS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counsellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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USTR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Deaver	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Darman (For WH Staffing)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jenkins	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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CCHR/Simmons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CCLP/Uhlmann	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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CCNRE/	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

The President will chair a meeting of the Cabinet Council on Human Resources on Tuesday, May 15 at 2:00 P.M. in the Cabinet Room.

The agenda is as follows:

Fairness for Families (a background paper is attached)

RETURN TO:

Craig L. Fuller
Assistant to the President
for Cabinet Affairs
456-2823

Katherine Anderson

Tom Gibson

Associate Director
Office of Cabinet Affairs
456-2800

Don Clarey

Larry Herboldsheimer

DCI
EXEC
REG



THE SECRETARY OF HEALTH AND HUMAN SERVICES
WASHINGTON, D.C. 20201

MAY 11 1984

MEMORANDUM FOR: The Cabinet Council on
Human Resources

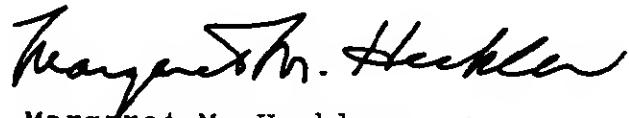
SUBJECT : Family Issues

You may recall that during the Cabinet Council meeting of April 6, discussion centered around issues laid out in the memorandum of the same date by Bruce Chapman, Director of the White House Office of Planning and Evaluation, on various family issues. While the members of the Cabinet Council were in general agreement with the objectives laid out in the memorandum, I formed a work group to expand the scope of the memorandum to more completely identify ongoing activities.

In response to this mandate, the Chairman of the work group, David A. Rust, convened two meetings. The first meeting, April 11, covered programs within HHS and the second one, April 13, involved the Departments of Labor, Treasury, Commerce, Education, Justice, Defense, Housing and Urban Development, and The White House.

The work group received excellent cooperation from all the departments. Material was provided that gave us a much clearer picture of government-wide activities designed to enhance the American family. The work group went through the material carefully and selected for inclusion in the expanded memorandum those items which seemed most appropriate. As a matter of policy, it included items that were consistent with Administration policy; it did not include items which have not yet been approved, choosing instead to identify programs, projects, and activities already underway.

The work group's final product is attached for your review and consideration in preparation for our meeting on Tuesday, May 15, 1984.


Margaret M. Heckler
Secretary

Attachment



Memorandum

MAY 11 1984

MEMORANDUM FOR: Margaret M. Heckler, Secretary
Department of Health and Human Services

Bruce Chapman, Director
White House Office of Planning and Evaluation

FROM : David A. Rust *David A. Rust*
Chairman, Work Group on the Families Initiative

SUBJECT : Family Issues

BACKGROUND

This memorandum is the product of a work group established by Secretary Heckler at the April 6 Cabinet Council on Human Resources (CCHR) meeting. The work group was formed to expand the scope of the original Bruce Chapman memo (dated April 6). Materials provided by the Federal Departments to the work group were incorporated into this expanded memorandum, to give the members of the Cabinet Council a better understanding of the impact this initiative will have on their programs.

The work group has made only minor changes in the text of the original Chapman memo by identifying projects, programs, and activities that support each item. We also added an 18th item entitled "Housing Initiatives to Assist Families," which emerged from the materials provided by the Department of Housing and Urban Development, and a 19th item, "Programs for Families in the Military," which captures materials provided by DOD.

PROPOSALS FOR THE FAMILY INITIATIVE

The CCHR should formally consider a number of proposals for inclusion in the Administration's program objectives for helping families. (Programs underway or already approved and about to be announced are covered in this memo.)

Possible Family Programs to be Considered by the Administration

1. Tax Fairness for Families is a keystone of our policies, as articulated by the President April 5. The issue is of importance to every family with children, while virtually all other family concerns are of interest only to certain families under certain conditions. The Secretary of the Treasury has authorized his support for the following Presidential statement: "The Secretary of the Treasury has

Page 2

assured me that in its analysis of fundamental tax reform the Treasury Department will consider ways to increase the fairness of the tax treatment of families."

In addition, there are specific FY 85 Administration proposals that are being considered by the Congress such as:

- Spousal IRA Contributions. This would increase the spousal IRA deduction limits so that married couples can take full advantage of the provision.
- Tax-Exempt Dependent Care Organizations. This would expand the definition of a not-for-profit dependent care organization to qualify for tax-exempt status.

2. Making the federal government a model employer for families.

The federal government has already embraced flexitime policies and OPM has made an additional important step through its announcement of FPM Bulletin 340, which encourages additional federal jobs on a part-time basis. That will serve the needs of families caring for small children or elderly dependents, as well as serving the needs of other people.

We propose that an inter-agency taskforce (made up of HHS, OPM, GSA, DOL and DOD) be established to examine other ways in which the federal government can help families through personnel policies, ranging from such possibilities as: use of sick leave by parents with children who are ill; consideration of adoption benefits; review of effects on the family of overseas tours of duty of civil and military parents; review of child care practices, etc. HHS has taken the initiative in discussions with OPM on such issues. DOD has a number of programs to support families that are

designed to meet the particular demands of military life (see item 19 below). Current activities related to this objective include:

- o review of maternity leave options so that parents with newborn infants can remain home without fear of severe economic consequences
- o consideration of flexible benefit plans that allow employees to tailor benefit packages to their particular family needs
- o review of policies that create barriers to establishing on-site day care centers in Federal buildings housing more than one agency

3. Encouragement of home-based businesses. The Labor Department has announced a new regulatory effort to remove prohibition on the employment of one class of home-based workers, knitters of outer wear. However, Senate Republicans are pushing for more far-reaching legislation which would free all categories of homework from prohibitions contained in outdated regulation. In addition, the Small Business Administration has several initiatives to train entrepreneurs starting home-based businesses. Homework helps parents with small children, old people and the handicapped and has expanding possibilities in the age of the computer. The degree to which this theme can be advanced without creating legal problems for DOL should be discussed.

In addition, the Department of Commerce has expressed an interest in working with DOL to review the effects of these proposals on commerce and trade.

4. Adoption. While hundreds of thousands of couples yearn to adopt a child, many single mothers opt for abortion or raising a child out-of-wedlock because the adoption option, often unexplained, may be seen as too expensive or difficult. Several ways to encourage the adoption option are proposed:

- Operate an HHS education program to encourage the discussion of the adoption option in counseling sessions with unwed pregnant teenagers and other women at counseling centers supported by HHS funds. Specifically, HHS is planning to work with its Regional Office staff and grantees to enable them to more effectively promote this concept.
- o HHS will develop within 8 months an adoption education curriculum which will be used to train counselors about adoption.

- HHS will publish within 5 months a directory of maternity residences and adoption agencies which will be helpful in making referrals.
- "Outreach" to the voluntary sector to bring back maternity residences--in various forms--and to inform both states and these facilities of the federal assistance for which they are eligible but which they presently seldom receive.
- HHS will convene a conference to bring together experts on Federal assistance programs available to maternity residencies and administrators of current/potential maternity residences and other alternative family residences for pregnant adolescents.
- Gather national data on adoptions. In a study completed in 1983, eight of the nine States surveyed reported a significant cost savings for subsidized adoption as a replacement for foster care with yearly savings ranging from 8 percent to 56 percent. The average savings per child per-year was 29 percent.
 - HHS is analyzing data from national surveys to determine the propensity of Americans to adopt.
 - HHS is exploring ways to add adoption questions to ongoing national surveys.
- Reaffirm the AFDC reform, proposed by the President in 1983, which would lessen the incentive for unwed motherhood among teenagers, by requiring (with some commonsense exceptions) that minor mothers live with their families or suitable "foster families" in order to be eligible for AFDC payments.
- Share with states and localities suggestions for removing regulatory and policy barriers and deterrents to adoption.
 - HHS published a Model State Adoption Act in 1981 for States wishing to update their adoption Laws.
 - HHS will prepare guidelines to assist the States in reviewing their adoption regulations, practices and policies.
 - In FY 83, HHS developed and disseminated guidelines and models on licensing.

- o This summer, HHS will award a number of grants to support State efforts to implement licensing guidelines for adoption and other child placement agencies.
- The forthcoming expansion of the Court Appointed Special Advocates program and the increasing emphasis on the Special Needs Adoption Initiative (see below) also will facilitate the removal, where appropriate, of children from foster care to permanent adoptive homes.

Family Programs being developed by the Administration, nearly ready for announcement. (These do not require new CCHR approval.) They are:

5. National Center for Missing and Exploited Children.

Developed by the Department of Justice, and announced by the President on April 5, this program will provide preventive education and media support in the search for missing children. In addition, it will provide technical assistance to parents and state and local law enforcement agencies in the investigation of cases involving missing or exploited children. Moreover, it will offer help to children who "run away" from home only to find exploitation and degradation when they reach their destination. The Center is scheduled to open May 25.

The Department of Defense currently operates a model program for helping military families locate their missing children. Missing children's names are entered in the FBI's Missing Person File and a "Consent-to-Print" program provides a means of identifying missing children by recording their fingerprints. An exemplary program in Fort Hood, Texas, could be replicated by interested localities. In addition, HHS's runaway and homeless youth program, with its focus on prevention and family reunification, can complement the public education and networking efforts of the National Center for Missing Children.

6. Court Appointed Special Advocates. The Court Appointed Special Advocates program is a community-based program of trained volunteers who serve as advocates for children who become wards of courts. Too often, today, the interests of the child are lost in the rush of court procedures. Volunteers serve as officers of the court and attempt to rescue children from revolving-door foster care. The Departments of Justice and Health and Human Services are currently funding the National Council of Juvenile and Family Court Judges to expand knowledge of Court Appointed Special Advocates to all judiciary throughout the country. A National Conference on this subject will be held in Washington on June 11-13 and will provide an ideal opportunity for demonstration of Administration support for this effective program.

In addition to the role of special advocates in foster care, there are a range of programs funded by HHS to reduce the number of children in foster care. These include grants to States to improve their programs, demonstration projects that focus on prevention services, parent education, peer support, and promotion of model state and local practices. As a result of these efforts, the number of children in foster care has been reduced from approximately 500,000 in 1977 to about 250,000 in 1982.

7. National Center for the Analysis of Violent Crime. Being developed by the Department of Justice, this center, based in the FBI, would provide a national link-up of law enforcement offices with sophisticated computer capabilities, enabling police forces to coordinate information on unsolved murders, violent rapes, unidentified bodies, missing person reports and other information which suggest a serial killer, rapist or molester who travels from jurisdiction to jurisdiction.
8. Family violence. The Attorney General's Task Force on Family Violence, under the leadership of Assistant Attorney General Lois Herrington, will make its recommendations by June 1.

In the area of child abuse and neglect, HHS is currently active in promoting prevention models that are proving very effective in addressing the problem. New approaches that are showing promising results include use of:

- o parent aides as paraprofessionals and volunteers to work with abusive parents
- o peer support groups such as parents anonymous
- o parent education efforts through the public school system, hospitals and community centers
- o public education through wider media programming efforts

Through the Social Services Block Grant program, HHS funds a wide range of services designed to combat family violence. Typical services selected at State option include: protective and emergency services for children and adults; prevention, intervention, and emergency services; temporary shelter; counseling; and family life and parenting skills.

The Department of Defense also supports Family Advocacy Programs that address child abuse and spouse abuse and include prevention, education, awareness, reporting and treatment. An innovative program at Brooks AFB Texas concentrates on working with healthy families and not dysfunctional ones. Parents take a ten week course on parenting and child information and then serve as parenting models for other parents.

Family programs already underway or approved as Administration proposals include:

9. Alcohol and Substance Abuse. Working with HHS, OJJDP and NHTSA, the National Council of Juvenile and Family Court judges is addressing the issue of children and their families in trouble with alcohol and substance abuse--both in terms of prevention and amelioration. The judges have a unique and powerful role to engage and coordinate the varied agencies and interest groups--families, schools, mental health agencies, volunteer service organizations and churches. A national conference on this subject will be held in St. Louis, Missouri, September 30 through October 3.

The Department of Education through its alcohol and drug abuse education program seeks to (1) identify, demonstrate, evaluate and disseminate effective strategies for alcohol and drug abuse prevention, and (2) train teams of school administrators, teachers, counselors, parents, students, law enforcement officials and community leaders to prevent or reduce destructive behavior associated with alcohol and drug abuse. In FY 1982 the program provided 475 schools in 50 states with field training and technical assistance. An outcome of the training was guidance and direction provided to 8,400 persons in developing school programs which would benefit 260,000 students in those schools. Ongoing efforts include the national training system consisting of five regional training centers.

This April HHS sponsored a National Conference for Youth on Drinking and Driving as part of a Secretarial Initiative on Teen-age Alcohol Abuse. As a result of this conference and a similar one held last year, schools and communities across the country initiated anti-drinking and driving programs, including new chapters of Students Against Driving Drunk, and alcohol-free graduation projects. In addition, HHS through ASPE/ADAMHA is currently conducting a study of conflicts between alcoholism/drug abuse confidentiality laws and reporting on child abuse.

The Armed Services have a variety of programs providing effective alcohol and drug abuse services. The Army has published a program guide for base commanders to use in providing drug and alcohol services to families. There is a mobile training team that works with base commanders in implementing alcohol and drug abuse programs. A handbook will be ready in June 1984 on the counseling of adolescents who have alcohol and drug abuse problems. There is ongoing coordination with the National Federation of Parents. In addition the Navy operates three alcohol rehabilitation centers (Norfolk, San Diego and Jacksonville) with an estimated 15 percent of resources allocated toward treating the family members of substance abusers.

10. Child Support Enforcement. The House of Representatives unanimously passed legislation similar to the Administration's bill to improve efforts of families to collect legally-required child support payments from absent parents. The Senate Finance Committee reported a bill closer to the Administration's version which passed the Senate on April 25. A Conference bill should reach the President's desk soon.

Upon enactment of this significant legislation, there should be a White House signing ceremony and HHS reception. A Presidential proclamation for National Child Support Enforcement Month is planned for August 1984 and Secretary Heckler's Child Support Enforcement symposium, also planned for August in Washington, D.C., will include participation by Governors, legislators, judges, attorneys and administrators.

11. Child Pornography legislation, strongly pushed by the President, has passed both the House and the Senate and Conference language is expected to reach his desk in the near future. This will be a major tool for law enforcement agencies against the exploitation of children.

The Office of Juvenile Justice and Delinquency Prevention, DOJ, has recently begun two research projects, the results of which will help inform future Federal programming in the child pornography area. The projects are "The Role of Pornography in Family Violence, Sexual Abuse, and Exploitation and Juvenile Delinquency," American University, and "Possible Linkages Between Sexual Abuse and Exploitation of Children and Juvenile Delinquency, Violence and Criminal Activity," University of Pennsylvania. These two projects comprehensively address various aspects of child pornography and sexual exploitation as related to crime and delinquency.

12. Tuition tax credits, although temporarily set back by defeat in the Senate, remain an Administration effort to improve the ability of families to choose educational opportunities for their children.

Under current tax law a parent is not entitled to a deduction or credit for tuition expenses paid for the education of a child. The Administration's proposal would provide a tax credit for 50 percent of tuition expenses paid to private elementary and secondary schools for qualified dependents of a taxpayer. The maximum credit allowable for each dependent would be \$100 in 1985, \$200 in 1986, and \$300 thereafter, with the maximum amount in each year phased out for taxpayers with incomes above \$40,000. No credit would be allowed for taxpayers with incomes of \$60,000 or more. Credits would not be allowed for expenses paid to private schools that follow racially discriminatory policies.

Page 9

13. Education Savings Accounts, endorsed by the President, would provide an incentive for families to save for their children's college education. The increasing cost of college is of overwhelming concern to hundreds of thousands of American families whose financial capacities are being strained.

The Administration's proposal would create a permanent tax exclusion for all interest and dividends earned on amounts deposited by parents in qualified education savings accounts, provided the deposits are used for eligible post-secondary education expenses of their children. The proposal would be effective for taxable years after December 31, 1984. The Administration's proposal was included in the FY 85 budget, however the current House and Senate tax bills do not include provisions for these accounts.

With the same savings philosophy in mind, the Administration also proposed a major shift in Federal student aid to return to the traditional emphasis on parental and student contributions as the basis for meeting college costs. Under the FY 85 budget about 4.5 million students, or 52% of the fulltime postsecondary education enrollment will continue to have available to them almost \$12 billion in Department of Education financial assistance. This amount includes Federal grant and work-study assistance, Guaranteed Student Loan (GSL) capital, new loans under the Direct Loan program revolving funds, and institutional matching funds. Student self-help will be emphasized by conditioning the receipt of Federal grant funds upon a contribution from any source other than Federal grants but includes Federal work-study funds and loans. To assist students in meeting the self-help expectation, the FY 1985 budget has increased the work study program by 50% to \$850 million and an increase of \$300 million in the GSL local capital to \$7.5 billion. In addition \$600 million will be available for new Direct Loans from existing revolving funds.

14. Improved educational standards and a new emphasis on discipline in the schools have inspired positive responses from families and school districts around the nation concerned about the future of their children.

- o School Discipline. School officials can now be sued (and found personally liable) for disciplinary actions notwithstanding their good faith innocence of any intention to violate the rights of students.

The legislation now being studied would substitute a "malice" standard equivalent to that applied to the press under current libel statutes. While reducing the liability of principals and teachers to a more reasonable level, it would not provide absolute immunity.

Presently, the Departments of Education and Justice are carrying out a joint project to reduce school violence. The project emphasizes the need to build a national consensus to reduce crime and the fear it engenders in schools. An anticipated outcome of this joint effort is a coordinated statement of Federal policy which emphasizes crime-free schools.

- o Improved Educational Standards. In April 1983, the National Commission on Excellence in Education, established by Secretary Bell, issued its report which contained recommendations on how to stem the "rising tide of mediocrity" in the Nation's schools and colleges including: raising state and local high school graduation requirements; concentrate more time to learning the new basics; and have schools, colleges and universities adopt more rigorous and measurable standards including requirements for admission. For those recommendations requiring funding increases, the report stresses that state and local officials including school board members, governors, and legislators, have the primary responsibility for financing and governing the schools.
- o Encourage Greater Parental Involvement. Federal leadership to strengthen parental involvement in the education of their children is one of the most effective and least costly steps the Administration could take toward the quality of education.

Families at all income and educational levels can do much to foster the learning environment in the home by: stressing the importance of education for their children's life opportunities; setting aside a place for children to study; ensuring that their children spend the necessary time completing their homework and less time before the television set; taking their children to use their neighborhood library; and teaching their children proper respect for authority and support for school discipline.

Activities related to this objective include: Presidential speeches, annual awards to exemplary families; expanding the proposed academic fitness initiative to include recognition for families who encourage learning in the home; awards to schools, districts and businesses supporting special programs which promote family learning; and new Federal research and demonstration projects on effective methods for "home-based reinforcement" of child learning.

Page 11

15. National Special Needs Adoption. HHS is working with states and local communities to promote the adoption of 33,000 children with special needs in foster care who are legally free for adoption and waiting for homes. Special needs children are physically or emotionally handicapped, older, members of minorities or in sibling groups. Activities include promoting public awareness; recruiting parents, including minority parents; reviewing adoption practices; increasing public-private cooperation; and addressing national issues such as adoptions across state lines. Forty-five states and the District of Columbia have projected that 11,000 children will benefit from Title IV E adoption assistance in fiscal year 1984, up from 4,700 children claimed in 39 states and the District of Columbia in fiscal year 1983.
16. The Youth Employment Opportunity Wage (youth minimum wage) is a constructive family initiative designed to give young people a start in the work environment and an experience base from which to grow for the future.

This proposal would amend the Fair Labor Standards Act to permit employers to pay young people under 22 years of age during the period from May 1 through September 30 a wage of no less than 75% of the applicable minimum wage or \$2.50/hr, whichever is less. Enactment of the proposal would create over 500,000 new summer jobs for youth. Low-income youth, particularly minorities, would benefit most from the increase. It is our understanding that the National Conference of Black Mayors endorsed the concept at their April 1984 meeting.

17. Supportive services for families with special dependents. HHS has several initiatives underway to support families with elderly or disabled members. These include:

- o Volunteer respite care for families with special dependents, such as a parent or child, through public information and education, and demonstration models using community and volunteer groups.
- o Alzheimer's disease family support groups through research, training and technical assistance on the disease. Two Long Term Care Gerontology Centers, UCLA and the University of South Florida, have developed extensive technical assistance materials related to setting up support groups.
- o Volunteer-assisted housing projects on weatherization, security and safety of the homes of older persons. Also, projects that promote changes in laws, ordinances and policies which are barriers to older persons continuing to live in their own homes.

- o Intergenerational projects that emphasize linkages between the young and elderly within the family and the community and involve the elderly in activities such as foster care, before and after-school care, runaway youth, teenage pregnancy, and youth crime.
 - o Home and community-based waivers that allow changes to the Medicaid program to cover services that are needed to avoid institutionalization and permit eligibility to be determined using institutional-setting rules. HHS awarded a contract to examine the cost savings resulting from such waivers.
 - o Katie Beckett waivers that allow special waivers of eligibility rules so that SSI and Medicaid eligibility may be obtained for individuals who can be cared for at home rather than in institutions. An HHS Board reviews requests on an individual basis but will be phased out as States fully implement the home and community-based waivers.
18. Housing Initiatives to Assist Families. HUD's Project Self Sufficiency is designed to encourage communities to implement programs that help low income single parent families make a transition from public assistance to employment and economic self sufficiency. Through the program, 5000 Section 8 certificates will be administered by public housing agencies to help locate housing that is not only decent, safe, sanitary and affordable, but also allows access to the full range of support services such as child care, career counseling, job training and placement. The program is similar in concept to a successful project in Warren Village, Denver, Colorado. In Warren Village, more than 93 percent of those who finish the program leave with jobs, and although 65 percent of the families are receiving AFDC when they enter the program, only 6 percent receive AFDC after they leave.

Beyond this initiative, HUD has initiated a number of broader housing policy and program changes to serve families more effectively. This includes a change in emphasis in housing assistance for the poor from new construction to the use of existing housing through housing certificates or vouchers and rehabilitation in housing markets without sufficient, adequate rental housing. This switch in emphasis is the primary reason HUD is serving 750,000 more families today than in January 1981.

In addition, HUD has:

- o issued fair market rents for Section 8 existing housing to address the needs of large families

Page 13

- o provided new housing construction for the elderly and handicapped while reducing cost per unit
- o redirected FHA to serve first-time, inner city, and rural homebuyers
- o worked jointly with the private sector to show local governments that reducing the cost of a house by 20 percent is possible through local regulatory changes

19. Programs for Families in the Military. DOD has several initiatives and programs which support families and contribute toward making the military a model employer for families. The Armed Services sponsor the following kinds of programs:

- o child care facilities, located in over 350 installations throughout the world, provide care for children, ages 6 weeks to 12 years
- o volunteer initiatives which create a sense of community and include policies that give job credit for volunteer experience, provide remuneration for incidental expenses, and special efforts to develop meaningful volunteer opportunities
- o exceptional family member programs to ensure that families with members with any physical, emotional or intellectual disorder are assigned to locations with appropriate medical and special educational services
- o family support service centers that provide: information and coordination of all facilities and services available to serve family needs, counsel and referral assistance for families in crisis, support during duty separation, relocation assistance, family financial management education and consultation, spouse employment training, and family development education
- o youth activities which are an integral part of morale support activities and include a wide range of physical, social and cultural activities for youth to complement the effectiveness of family life
- o physical fitness and recreation programs that emphasize family-oriented programs by encouraging adult participation in youth activities, offering tours for families, sponsoring family activities in sports, and providing educational opportunities through reading programs, computer classes, etc.